

App. F. IX-4

Previous References.

1954
(Incl.)

File No. 162-54.

Serial Nos. 1-5

Later References.

Incl. 162-54-1-5

MYSORE GOVERNMENT SECRETARIAT

Serial Nos. Five only —

R. 20-^(E)

Part B for March 1955

SUBJECT

Revision of the grade pay of the post of Mechanic in the Government Soap Factory and the confirmation of Sri C. Gangiah

Ly. No. I 5123-5

WD 06701—GPB—25,000—11-8-54

D. 9.3.55

The Dir. of etc.

The Secy., B.M.I.C.

The A. G. through F.D.

C. V. Rajanna.
6/4/55

1108

Letter No 291 dated 16/6/54 from the
 Convenor, Board of Management of Industrial Concerns
 enclosing a copy of letter of the Director of
 Industries & Commerce with a copy of a Resolution
 of the Board passed at its meeting held on 9/6/54
 approving to up grade the ^{scale pay of} post of Mechanic
 of in Govt Soap Factory from Rs 70-5-120
 to that of Assistant Foreman in grade Rs 75-7½-150

1) The Resolution of the Board
 of Management of Industrial Concerns
 for upgrading the scale of pay of the
 post of Mechanic, in Govt Soap Factory,
 from Rs. 70-5-120 to that of Assistant
 Foreman in grade Rs. 75-7½-150 may
 be approved with financial concurrence.

RD
 23/6
 23/6/54

2) May be approved, with
 F.D.'s concurrence.

Dev. Secy. 19/7/54



3) The proposal is not clear. The letter of
 the Dir Ind. & C. 6.3.54 is rather confusing.
 Is it the intention that Campia's pay should
 be revised, or that the scale pay of the
 Mechanic's post should be up-graded, as indicated
 in the B.M.I.C. resolution? In either case, how
 does this solve the problem referred to in the
 Director's letter, i.e., the need for 2 Asst Foremen?
 Please examine & let me have a clear note.

8/7/54

Appointment of Sh. C. Gangiah, Mechanic, Govt.
Soap Factory, as Foreman -

Letter no. 2200/54.55 Dated 10/13 Dec.
Dec. 1954 from the Additional Director of
Industries & Commerce to the latter.

13) The Additional Director of
Industries and Commerce states that he
will be submitting separate proposals in
respect of the additional staff required
for the implementation of the expansion
Scheme of the Govt. Soap Factory, Bangalore.

14) As regards the appointment
of Sh. C. Gangiah as Assistant Foreman,
the Addl. Director states Sh. C. Gangiah
is shouldering heavy responsibilities
as a qualified mechanic, (explained
in para 1 of his ltr). Further as
regards the grade pay ~~of Sh. C. Gangiah~~ of the Post,
it is 70-5-120 in the Govt. Soap Factory
but in ~~some~~ other P.W. Concerns like
Sandaloil Factory etc. it is 75 1/2-150.

~~As~~ Also, ~~As~~ ~~the~~ Sh. C. Gangiah
has been burdened with heavy
responsibilities & increase of work
on account of alterations & additions
to the tools & machinery effected while
the renovation of the factory was
completed.

15) In the circumstances,

1108

Appointment of ~~Asst. Foreman~~
~~Representative of Sri Gaugiah, Mechanic,~~
 As Asst. Foreman;
 Goup, Soap Factory -

4) Draft put up for approval -

AP
 14/7

19/7/54

4) The Director's proposal is that in view of the Expansion of the Goup, Soap Factory, it is necessary that ~~two Assistant~~ the appointment of two Assistant Foreman is necessary. Since there is already one Assistant Foreman, the post of Mechanic ~~may be converted~~ (Grade 70-8-120) may be converted into one of Assistant Foreman (75-7 1/2-150) & to ~~post~~ appoint Sri. C. Gaugiah, who is ~~Chief's~~ ~~Asst.~~ the post as Assistant Foreman.

5) Submitted with reference to Para 3 -

AP
 14/7

19/7/54

6) The proposal is to create another ~~post~~ post of Asst. Foreman, and to promote Sri Gaugiah, Mechanic, to that post; the post of Mechanic being abolished. It is stated that the Factory requires two officials of the status of Asst. Foreman, particularly in view of the proposed shipping & expansion of the Factory.



Secy. 19/7/54 (vi) 2

1108 J 3565

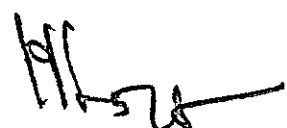
Appointment of Sir G. L. G. as Assistant
Secretary, G. S. F.

7) I still do not consider the proposal convincing.
The point to consider is whether the implementation
of the expansion ~~propo~~ scheme necessitates increase
of staff. If an increase is necessary the problem is
not solved by merely giving one of the existing men
a higher designation & pay. A clearer report may
be called for.


28/11/54

8) Draft put up for approval

MPs
29/17
R
30/2/54

9) Issue 

Issued S. No. 1567, D. 9. 8. 56,
To The Com. B. M. & C.

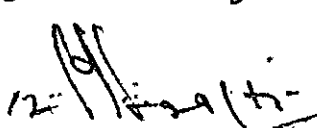
Requests to furnish a report in the matter

Letter No 1616 Dated 22/11/54

from the Secretary, B. M. & C. ~~in the matter of~~
the water -

10) ~~The~~ General Manager, Govt
Swamp District and the Additional Director
of Industries & Commerce have been asked
by the Secretary, B. M. & C. to furnish their
remarks. ^{existing state} The Govt. a reply is being
furnished for information required will
be furnished to Govt.

11) Further Reply from the Secretary, B. M. & C.
is awaited


12/11/54

Sir A
MP
19/8/54
R

Sir A
MP
27/11/54
R
27/11/54

3565 J 3837 J 3863

Appointments of Mr. C. Gangiah as Foreman
— Post, Soap Factory —

The Additional Director ~~request~~ ~~request~~
~~of Govt.~~ recommends that the post of
Mechanic be revised from Rs. 70-5-120 to
that of Foreman in grade Rs. 75-7½-150
& ~~to be~~ that Mr. C. Gangiah be
confirmed in the upgraded post with
effect from 14.10.52.

16) The points for orders are:

1) To revise the post of
Mechanic from Rs. 70-5-120 to
that of ^{Asst.} Foreman in grade Rs. 75-7½-150.

2) To Confirm Mr. C. Gangiah
in the upgraded post with effect
from 14.10.1952.

17) Submitted with reference to Para 7

18) In the circumstances explained,
the proposal to revise the pay of the
post to that of an Asst. Foreman in
grade Rs. 75-7½-150 may be
approved, with effect from the date
of B.N.C.C.'s Resolution, viz. 9-6-54.

16/12/54
16/12/54.

JOINT SECRETARY
YOUNG
DEC 1954
P. N. 1117

19/12/54
Min. H & I
✓ Thir. Fl. Sing.

19) The upgrading of an existing post
for an incumbent who is not incumbent is
financially not acceptable. Any revision

3863½

Appointment of Sri. C. Gangiah, Mechanic G.S.F.
a foreman.

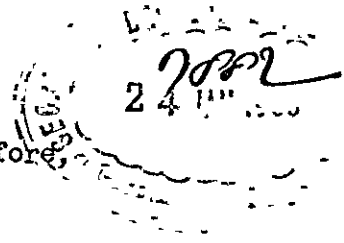
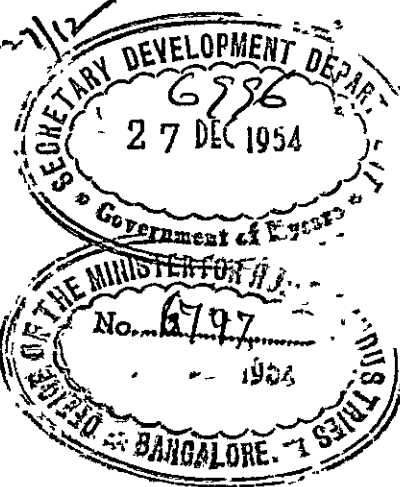
of the grade considered necessary
may be thought in connection
with the expansion programme

1117/54

20 I think the whole question has been got confused by the earlier report of the Director of Industries and Commerce dated 6th March 1954. The need or otherwise for an Assistant Foreman may be considered when it actually arises after the expansion of the Soap Factory is implemented.

21 The simple point for consideration plainly put would be that Sri Gangiah who is a qualified mechanic working in Government Soap Factory is experienced and doing satisfactory work and that, therefore, on the analogy of mechanics working in other Government industrial concerns, he is entitled to be placed on ^a higher grade than the one in which he is now put. That is what the letter of the Additional Director of Industries and Commerce clearly makes out. It cannot be gainsaid that this grade, if given, will accrue to the benefit of the incumbent, namely, Sri Gangiah. If it is a case for being considered on merits, I am prone to agree with the views of the Additional Director of Industries and Commerce as expressed in his letter dated 13th December 1954. It is clearly stated therein that his work is ^a satisfactory and that persons with lesser qualifications get a higher grade. I do not know under what circumstances this grade in Government Soap Factory was fixed. The grade if given, namely, from Rs. 70-5-120 to Rs. 75-7½-150, will not give any appreciable benefit to the incumbent. Probably, he will have the satisfaction that his case has been treated similar to others.

22 I therefore agree with the views as expressed by the Additional Director of Industries and Commerce in the last para of his letter as mentioned at "A" subject to the modification that the benefit may not be



Appointment of Sir C. Bangaiah, ^{3863/T} Mechanical,
Government Soap Factory, Bangalore

given with retrospective effect but from the date of the Government
Order.

23 The B.M.I.C. also are of the view that the grade may be upgraded.



H.S.
22-1-55.

J.
25/1

24 May be submitted to the Chief Minister.

19/1
25/1

Dev. Secy.

25 For favour of approval.

Ch. Min.

1/2
20/1/55

26 Approved

28.2.55

1/3/55

27 Draft C.O. is submitted for approval.
@ 1/3/55 -

The proposal is sanctioned
with effect from 28.2.55.
The date on which the
Ch. Minister approved the
proposal.

Secy.
2/3/55

Appointment of Sri G. Gangiah. Mechanic

G.S.R. as Foreman

3863/9.

Fair copies of the G.O's are submitted
for communication to Secy. Hrs. F.D.

7/3/55

2/9/3. The Supp
H. Dept

Pl Comm 9489

Ad
10/3
Vr
10/3

Ch

Jsc P
11/3

10/3/55

To Passed G.O. no. 5123-5, D. 9.3.55

The Dir. of Hk.

The Secy. B. of M. & C.

The AG. Hk. F.D.

Approves.

27.3.55
35
2.9/3 1

TELEPHONE:
No. 2947

Ind. 162-54-5

1108/I

OFFICE OF THE CONVENER
BOARD OF MANAGEMENT
OF INDUSTRIAL CONCERNS
GOVT. SOAP FACTORY BUILDINGS

Ref. No. 291 Encl: Two only

Bangalore, Dated 16th June 54

The Secretary to Government,
Development Department,
BANGALORE.



Sir,

Sub: Representation of Sri C. Gangiah,
Mechanic, Government Soap Factory,
Bangalore.

I enclose herewith a copy of letter No.3035 dated the 6th March 1954 received from the Director of Industries & Commerce together with a copy of Resolution passed thereon by the Board at its meeting held on 9th June 1954 and request you kindly to obtain and communicate early orders of Government in the matter.

Yours faithfully,

nbs.

T. Hanumiah
(T. Hanumiah)
CONVENER.
[Signature]

Copy of letter No.3035 dated 6th March 1954 from the Director of Industries & Commerce in Mysore, Bangalore to the Convener, Board of Management of Industrial Concerns Bangalore.

Sub: Representation of Sri C. Gangaiya, Mechanic, Government Soap Factory stating that he is the only qualified hand in the Government Soap Factory and praying for being appointed as Foreman in grade 150-10-200.

Ref: Submission note No.D.384 dated 8-12-53 from the General Manager, Government Soap Factory.

Referring to the above I write to state that the General Manager, Government Soap Factory has recommended in the circumstances explained in his submission note No. D.384 dated 8-12-53(copy enclosed) on the representation of Sri C. Gangaiya that he happens to be a qualified official working in the Government Soap Factory as Mechanic in grade 70-5-120 and as such his grade may be revised to that of an Assistant Foreman in grade 75-7½-150.

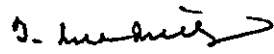
In view of the fact that the maintenance of machinery and plant, etc., require another assistant foreman in addition to the existing one, particularly in view of the proposed shifting and expansion of the factory, it is very necessary to raise the status of the Mechanic to that of an Assistant Foreman.

I accordingly recommend that Sri Gangaiah who is drawing Rs.75/- in grade Rs.70-5-120 be given the grade of Rs.75-7½-150 and confirmed in this grade from the date of his appointment to the post.

I request you kindly to place the matter before the next meeting of the Board and obtain necessary sanction to my proposals as referred to above.

'COPY'

nbs.


(T. Hanumiah)
CONVENER.



Subject No. 19¹²

BOARD OF MANAGEMENT OF INDUSTRIAL CONCERNS.

Copy of the Resolution passed by the Board at its meeting
held on 9-6-54

Subject: Representation of Sri C. Gangaiya, Mechanic,
Government Soap Factory, Bangalore.

Read letter No.3035 dated the 6th March 1954 from the Director of Industries & Commerce recommending that Sri C. Gangaiya, Mechanic, Government Soap Factory who is drawing Rs.75/- in grade Rs.70-5-120 be given the grade of Rs.75-7 $\frac{1}{2}$ -150 as Assistant Foreman and confirmed in the grade from the date of his appointment.

Sri Gangalah was appointed as Mechanic in the Govt. Soap Factory against the sanctioned post on 14th July 1952. He has been confirmed in the grade Rs.70-5-120 from 14-10-52. Sri Gangalah is a passed candidate of the School of Engineering and his work is reported to be satisfactory.

The Director recommends that "in view of the fact that the maintenance of Machinery and plant etc., require another Assistant Foreman in addition to the existing one, particularly in view of the proposed shifting and expansion of the factory, it is very necessary to raise the status of the Mechanic to that of Assistant Foreman."

RESOLUTION: The proposal of the Director to up-grade the scale of pay of the post of Mechanic, in Government Soap Factory, from Rs.70-5-120 to that of Assistant Foreman in grade Rs.75-7 $\frac{1}{2}$ -150 is Approved. Necessary sanction of Government may be obtained in this regard.

7. June
CONVENER.
TDA

How
~~whether~~ the problem could be
solved by merely giving
one of the existing men
a higher designation & pay or maybe ~~simply~~ examined
in the circumstances, and a check report
submitted to you early.
I am to report you briefly
and a check report in
clarifying the matter.

H. G. G.
for Dec 29/17

J. R.
29/17

F1567
D91854

Ind. 162-54-2
2
To,

The Convenor,
BRISE

Sir,

Subj. Representation
of Sri. C. Gangrah, Mechanic,
Govt. Soap Factory, Bangalore,

With reference to
your letter ~~dated~~ no.
291 dated 16/10/54 on
the above subject, I
am excited to state that
the Director of the
has stated in his letter
no. 3035 dated 6/11/54
addressed to you that an
additional Assistant
Inspector is necessary
in view of the ^{expanding} expansion
of the Govt. Soap Factory.

In view of the
above, I am excited
~~to request you kindly~~
~~to ensure~~ whether the
implementation of the
~~future~~ Expansion Scheme
necessitates an increase
of staff. and if so,

GOVERNMENT OF MYSORE.

No. *I1567*

Mysore Government Secretariat,
Dated Bangalore, *9th* August...1954.

FROM

The Secretary to the Government of Mysore,
Development Department.

TO

The Convener,
Board of Management of Industrial Concerns,
B a n g a l o r e.

Sir,

Subject:- Representation of Sri C.Gangiah, Mechanic,
Government Soap Factory, Bangalore.

With reference to your letter No.291 dated 16-6-1954 on the above subject, I am directed to state that the Director of Industries and Commerce, has stated in his letter No.3035 dated 6-3-1954 addressed to you that an additional Assistant Foreman is necessary in view of the shifting and expansion of the Government Soap Factory.

Whether the implementation of the expansion scheme necessitates an increase of staff and if so, how the problem could be solved by merely giving one of the existing men a higher designation and pay, may be examined and a clearer report submitted to Government early.

Yours faithfully,

10/8/54

(K.Sankaran Nayar)
for Secretary to Government,
Development Department.

OK NR

TELEPHONE:
No. 2947

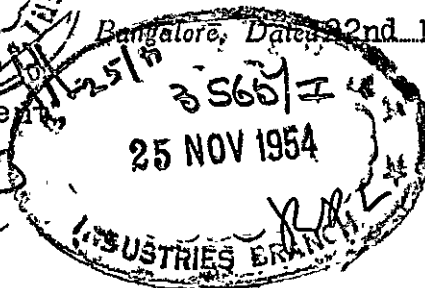


Secretary,
OFFICE OF THE GOVERNMENT
BOARD OF MANAGEMENT
OF INDUSTRIAL CONCERNS
GOVT. SOAP FACTORY BUILDINGS

Ref. No. 16.16

The Secretary to Government,
Development Department,
B A N G A L O R E.

Bangalore, Dated 22nd Nov. 54.



Sir,

Sub: Representation of Sri C. Gangiah,
Mechanic, Govt. (Electric) Factory,
Bangalore..

With reference to your letter No. I 3265 dated the 17th Nov. 54 on the above subject, I write to state that the General Manager, Government Soap Factory, and the Additional Director of Industries & Commerce, are requested to furnish their remarks in the matter and a reply will be furnished to Government as soon as their replies are received.

Yours faithfully,

T. Hanumiah

(T. Hanumiah)
SECRETARY.

dns.

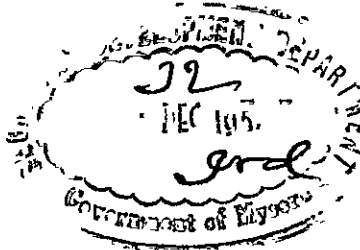
Ord. 162-54-4

GOVERNMENT OF MYSORE

DEPARTMENT OF INDUSTRIES AND COMMERCE

3837.
1

Ref. No. 8200/54-S



OFFICE OF THE DIRECTOR,

Bangalore. 10th DECEMBER 1954

The Secretary to the Government of Mysore,
Development Department, BANGALORE.

S i r,

Sub:- Representation of Sri C. Gangaiah, Mechanic,
Government Soap Factory, Bangalore.

Ref:- Your letter No.I.1567 dated 9-8-1954 addressed
to the Secretary, Board of Management of Industrial
Concerns, Bangalore.

Referring to the above, I write to state that I am submitting separate proposals to Government in respect of the additional staff required for the implementation of the expansion scheme of the Factory. Sri C. Gangaiah being a qualified Mechanic, his services have been useful for maintenance of existing plant and machinery as he has already put in more than two years of service in the factory. His work and conduct has been reported to be satisfactory. It is reported that day to day work of the factory has increased considerably owing to increase in production of finished goods by more than 20% during the past 2 years after renovation of the factory, consequent on increased output. Breakdowns of machinery which is as old as the factory itself have also become frequent and the above official is shouldering the heavy responsibility of its repairs and maintenance.

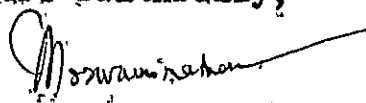
It may be mentioned that the grade pay of similar posts held by those who are working in other sister concerns with equivalent qualifications at Sandal Oil Factory, Govt. Silk Weaving Factory is Rs.75-7½-150 as against the present scale of Rs.70-5-120 in the Government Soap Factory. It may be stated in this connection that with similar or even lesser qualification as Sri C. Gangaiah who have joined service at Sandal Oil Factory later have been fortunate to get the posts of the grade Rs.75-7½-150 while the official in question is deprived of that privilege because of his earlier appointment in Government Soap Factory. While the qualification prescribed and the nature of work and responsibilities of these officials in Industrial concerns are generally much the same type, Sri Gangaiah has been shouldering added responsibilities and increase of work on account of alterations and additions to the tools and machinery effected while the renovation was completed.

3 In the circumstances it is recommended that the post of Mechanic be revised from Rs.70-5-120 to that of foreman in grade Rs-75-7½-150 and to confirm Sri C. Gangaiah in the upgraded post with effect from 14th October 1952.

p.t.o.

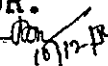
4 I request you kindly to obtain early sanction of Government to the above recommendation and communicate the same to me.

Yours faithfully,



(M.S. SWAMINATHAN)
ADDL. DIRECTOR.

kr.

Mr.  16/12/54

TELEPHONE:
No. 2947

Sec.
OFFICE OF THE COMMISSIONER
BOARD OF MANAGEMENT
OF INDUSTRIAL CONCERNS
GOVT. SOAP FACTORY BUILDINGS

Ref. No. 1775-



Bangalore, Dated 15th Decr. 54

The Secretary to Government,
Development Department,
B A N G A L O R E.

Supd. 2nd. 11/11
Sir,

Subject: Representation of Sri C.Gangaiah,
Mechanic, Government Soap Factory,
Bangalore.

3837
Further to this office letter No.1616 dated the
22nd November 1954 on the above subject, I write to
state that a reply has been furnished direct to you
by the Additional Director of Industries & Commerce,
vide his letter No.2201 dated the 10th December 1954.

Yours faithfully,

T. Hanumiah
(T. Hanumiah)
SECRETARY.

nbs.

MYSORE GOVERNMENT
SECRETARIAT.

(Continuation sheet draft form).

Ind. 162-54-5

Proceedings

Corree. ending with letter
No. 2200/54-55 D. 13-12-54.

from the Adl. Dir. 18 C.

In considering
~~requesting sanction~~ in the
circumstances stated,

~~to provide the grade of the~~

post of Mechanic, G.S. 7.

~~Proposed from Rs 70-5-120
to Rs 75-7 1/2-150 and to~~

~~confirm to bring it into~~

~~line with similar posts in~~

~~other Govt. Industrial~~

~~Concerns and to conform~~
~~the present incumbent of the~~
~~Sr. C. Rangiah in that~~

~~post the upgraded post-~~

~~with effect from 16-10-54.~~

Order No. 15123-5
Ind 162-54-5
D. 9/3/55

The ~~prop.~~ recommendation
of the Adl. Dir. 18 C. is approved.

~~The revision of the grade~~

~~of the post in which~~

~~Sr. C. Rangiah is confirmed~~

That the
part of the chronic
in the G.S. 7.
be revised
from

2. Letter No. 177 Corree.
ending with letter No. 1775
D. 17-12-54 from the Secy
B.M.C. forwarding the
Board's recommendation
to revise the grade of the
post as proposed by the
Adl. Dir. 18 C.
in the matter.

in

will take effect from 28.2.55

h

206 DS

ay

To

1) The Dir 10C

2) Secy, P.W.D.

2) H.E. through the H.E.

PROCEEDINGS OF THE GOVT. EMP. ST. AUTHORITY.

Read:-

Correspondence ending with letter No. 2200/54-55 dated 17-12-1954 from the Additional Director of Industries and Commerce recommending in the circumstances stated that *the grade* of the post of Mechanic in the Government Soap Factory be revised from Rs. 70-5-120 to that of Foreman in grade ~~Rs.~~ Rs. 75-7 1/2-150 and to confirm Sri S. Gangiah the present incumbent of the post in the upgraded post with effect from 1-10-1954.

2. Correspondence ending with letter No. 1775 dated 15-12-1954 from the Secretary, Board of Management, for Industrial Concerns in the matter.

ORDER No. 25123-5/22/62-54-5-
Dated 9th March 1955.

The recommendation of the Additional Director of Industries and Commerce is approved with effect from 28th February 1955.

B. Lakshman Rao
(B. Lakshman Rao)
for Secretary to Government,
Employment Department.

The Director of Industries and Commerce
The Secretary, Board of Management of Industrial Concerns.
The Accountant-General, Mysore, Bangalore, through Finance
Department.

By